

Student Services - First Peoples' House (FPH) 2014-15 Objectives

Working in partnership with McGill and First Peoples' communities to provide support and a "home away from home" for First Peoples' students that enhances their academic success, personal growth and professional development.

Goal Alignment with Strategic Plan: 1. Student Services is proactive and responsive to student needs 2. To enhance partnership at all levels of the community 3. A culture of sustainable change 4. Foster ongoing and progressive	Unit specific goals	Objectives	Activities	Outcomes	Indicators	Assessment Tools / Method	Assessment timeline	Project Leader	Timeline	Status update (% completed)			Comments	
										November	February	April		
1, 2	Goal 1: Increasing the inclusion of First Peoples' values on campus to enhance students' sense of belonging at the University and in Montreal.	1.1	Raising the visibility of First Peoples' House services and programs to support more Indigenous McGill students.	1.1a FPH inclusion in McGill events (Open House, Orientation, Community Engagement, Faculty specific events, etc.)	Increase student, staff and community knowledge about Indigenous services and events, and culture	Completion	Completion	15-Apr	P. Isaac	15-Apr				
				1.1b Update and enhance our communications (listerv, web, brochures, social media, etc.)	Completion	Completion	14-Sep	P. Isaac/summer intern	14-Sep					
				1.1c Advertise and publicize (e.g., newsletter, calendar of events, McGill Reporter, What's New, etc.)	Completion	Completion	15-Apr	P. Isaac/Admin Coordinator	15-Apr					
				1.1d Collaborate with various Student Service units; organize specific events for FPH students at their offices and ours	Completion	Completion	15-Apr	P. Isaac	15-Apr					
		1.2	Supporting institutional recognition of First Peoples' forms of knowledge and work to help students, faculty and staff understand the ways this knowledge can interact with academia and student support.	1.2a Enhance annual Pow Wow by including different activities and people	Celebrate Indigenous culture and traditions; increased knowledge and awareness	Completion	Completion	14-Sep	P. Isaac	14-Sep				
				1.2b Enhance scarf ceremony by including a keynote by an alumni and included more cultural performances		Completion	Completion	15-Apr	P. Isaac	15-Apr				
				1.2c Organize a visiting elder and cultural leaders program to include diverse Indigenous perspectives and knowledge		Completion	Completion	15-Apr	P. Isaac	15-Apr				
				1.2d Promote and support the development of Indigenous Awareness Activities and the Indigenous Studies		Completion	Completion	15-Apr	P. Isaac	15-Apr				
		1.3	Creating spaces and opportunities for First Peoples' student led initiatives, which support the expression of student experiences and ideas, which can then inform the institution and Montreal organizations.	1.3a Supporting Indigenous Student groups through promotion of events, contacts, guidance, finance etc.	Enhance First Peoples' students academic success, personal growth and professional development	Completion	Completion	15-Apr	P. Isaac	15-Apr				
				1.3b Support the development of SAGE group - Supporting Aboriginal Graduate Enhancement		Completion	Completion	15-Apr	P. Isaac	15-Apr				
				1.3c Creating Work Study positions at the FPH for students to develop leadership skills and to run programs that fit their needs		Completion	Completion	15-Apr	P. Isaac	15-Apr				
			Goal 2: Supporting student success in culturally appropriate and holistic ways by being proactive and responsive to student needs.	2.1	Offering programs	2.1a Organize a workshop on traditional medicines; gift students with medicines	Supporting students spiritual connection	Completion	Completion	14-Sep	P. Isaac	14-Sep		
2.1b Organize a new student orientation	Increase Indigenous student engagement and help with retention					Completion	Completion	14-Sep	P. Isaac/summer intern	14-Sep				
2.1c Host traditional talking circles 3-4 hours/4X/year	Supporting students spiritual connection; emotional and mental health					Completion	Completion	15-Apr	P. Isaac	15-Apr				
2.1d Subsidize tutoring for First Peoples' students	Supporting academic and personal success					Completion	Completion	15-Apr	P. Isaac	15-Apr				

Goal Alignment with Strategic Plan:										Status update (% completed)				
1,2,3		that assist students to achieve a healthy balance (spiritual, emotional, intellectual, and physical).	2.1e Develop the Indigenous Student Mentorship program (Cousin Program)	Increase Indigenous student engagement	Completion	Completion	15-Apr	P.Isaac	15-Apr					
			2.1 f Organize a student/staff retreat	Increase Indigenous student engagement; Enhancing overall well-being of students and staff	Completion	Completion/survey	14-Feb	P.Isaac	14-Feb					
			2.1.g Work with Indigenous Student Advisor on a student follow up plan and provide useful	Supporting academic and personal success	Completion	Completion	15-Apr	P.Isaac/Advisor	15-Apr					
			2.1h Supporting physical health ; food programs, yoga, walking up mountain, bike ride,etc.	Supporting students' physical health	Completion	Completion	15-Apr	P.Isaac/Advisor	15-Apr					
			2.1.i Coordinate workshops to enhance financial literacy, scholarship/loan applications and	Supporting academic and personal success	Completion	Completion	14-Oct	P.Isaac/Advisor	14-Oct					
		2.2.	Developing an evidence-based model that is ethically aligned with First Peoples' students needs to enhance their student life experiences.	2.2a Determining how to improve data collection of First Peoples' students	Increased knowledge and support	Completion	Completion	15-Apr	P.Isaac/Lina	15-Apr				
		2.2b Determining limits and restrictions of data use - as per students' requests		Increased knowledge and support	Completion	Completion	15-Apr	P.Isaac/Lina	15-Apr					
		2.2c Exploring ways to collect data to be used to enhance student life experiences and provide direction for FPH		Increased knowledge and support	Completion	Completion	15-Apr	P.Isaac/Lina	15-Apr					
		2.3.	Identifying best practices in First Peoples' student support and Universal Design to enhance access to services and programs.	2.3a Undergo review of practices with students to determine what is working and where we need improvement - via FPH Advisory Group	Increased knowledge and support	Completion	Completion	15-Apr	P.Isaac	15-Apr				
		2.3b Schedule a meeting with OSD to assess universal access to FPH services and events		Increased knowledge and support	Completion	Completion	15-Apr	P.Isaac	15-Apr					
		2.3c Use report from U15 Group which we outlined as a group what are the best practices and top challenges faced by Aboriginal students in		Increased knowledge and support	Completion	Completion	15-Apr	P.Isaac	15-Apr					
		2.4	Recognizing student achievements and showcase culturally relevant elements.	2.4a At the end of the school year, celebrate Indigenous student success with a community dinner	Increase student, staff and community knowledge; Enhance Indigenous student engagement	Completion	Completion	14-Sep	P.Isaac	14-Sep				
		2.4b Tracking students in My Involvement		Completion		Completion	14-Sep	P.Isaac/Lina	14-Sep					
		2.4c Organize an annual event to highlight First Peoples' Alumni and develop a mentorship program		Completion		Completion	14-Sep	P.Isaac/Lina	14-Sep					
		2.4d Creating a "where are you now" document to highlight alumni		Completion		Completion	15-Apr	P.Isaac	15-Apr					
			Goal 3: Enhancing partnerships and engagements with McGill, local, national and international communities that best suit the needs and interests of First Peoples' students.	3.1 Identify existing and potential partnerships that will aim to address gaps, facilitate student engagement and enhance First Peoples' ways of knowing.	3.1a Outline current partnerships (local, regional and national) and their roles and responsibilities; determine overlap and gaps	Increased knowledge, awareness, networking	Completion	Completion/survey	15-Apr	P.Isaac	15-Apr			
	3.1b Develop a list of potential partnerships (local, regional and national) to address gaps	Increased knowledge, awareness, networking			Completion	Completion	15-Mar	P.Isaac	15-Mar					

Goal Alignment with Strategic Plan:											Status update (% completed)			
2,4		3.2.	Develop strategies and/or collaborative projects that provide opportunities for First Peoples' students to connect with Indigenous communities.	3.2a With students, explore and identify possible communities and projects of interest	Increase student, staff and community knowledge; Enhance Indigenous student engagement	Completion	Completion	15-Apr	P.Isaac	15-Apr				
				3.2b Develop a training session to prepare students for collaborative projects		Completion	Completion	15-Apr	P.Isaac	15-Apr				
				3.2c Establish connections with communities to ensure collaboration and partnership on activities		Completion	Completion	15-Apr	P.Isaac	15-Apr				
		3.3	Set up a regular schedule to assess partnerships to ensure progress and efficiencies.	3.3a Determine appropriate assessment methods and timing of assessment for projects and partnerships	Increased knowledge, awareness, networking	Completion	Completion	15-Apr	P.Isaac/Lina	15-Apr				
				3.3b Create a document outlining details of partnerships and report to FPH Advisory Group for review	Increased knowledge, awareness, networking	Completion	Completion	15-Apr	P.Isaac	15-Apr				
3,4	Goal 4: Foster ongoing and progressive development to enhance First Peoples' House staff professional skills and abilities to meet First Peoples' student and community needs.	4.1	Develop a shared understanding and expectations of service excellence among First Peoples' House staff.	4.1a Create weekly team meetings	Increased knowledge and awareness	Completion	Completion	15-Apr	P.Isaac	15-Apr				
				4.1b Constantly following up on Strategic Plan and expressing it in our work	Increased knowledge and awareness	Completion	Completion	15-Apr	P.Isaac	15-Apr				
		4.2	Celebrate and recognize successes and contributions of staff.	4.2a Explore ways to highlight the contributions and successes of staff amongst the FPH community (in newsletter, on web, at community events, team)	Increased knowledge and awareness	Completion	Completion	14-Sep	P.Isaac	14-Sep				
		4.3.	To learn of and share successful practices at local, national and international level and with Elders and cultural leaders.	4.3a Attend relevant conferences, networks and meetings	Increased knowledge and support	Completion	Completion	15-Apr	P.Isaac	15-Apr				
				4.3b Prepare presentations for conferences and meetings relevant for FPH network	Increased knowledge and support	Completion	Completion	15-Apr	P.Isaac	15-Apr				
		4.4.	Ensure access and availability of opportunities for ongoing professional development in order to provide the best support for First Peoples' students and our McGill and community.	4.4a Determine training needs and encourage and plan for all staff to participate	Increased knowledge and support	Completion	Completion	15-Apr	P.Isaac	15-Apr				